State Sunshine Collective Bargaining Proposals
For Inclusion in the Agreement with the
International Union of Operating Engineers
Craft and Maintenance
Bargaining Unit 12

General

In recognition of the Governor's proposed 2008/09 budget and the State's existing and projected fiscal deficit, the State desires to negotiate contract provisions that are fiscally responsible and that will achieve improved efficiencies within State government. The State is especially interested in any concept that reduces employer costs or achieves fiscal savings to the State.

The employer recognizes that the Unit 12 contract expires June 30, 2008, and is prepared to negotiate any and all provisions of such contract for inclusion in a successor agreement. Further, the employer will consider any issue that is arguably within scope for inclusion in a successor contract. Specifically, the State is willing to meet and confer in good faith with the union on the following subjects:

Article 1 – Recognition

Article 2 – Salaries

Article 3 – Health and Welfare

Article 4 – Health and Safety

Article 5 – Union Rights

Article 6 – State Rights

Article 7 – Hours of Work

Article 8 – Hours of Work and Overtime Rotating Shift

Article 9 – Holidays

Article 10 – Leaves

Article 11 – Retirement

Article 12 – Allowances and Reimbursements

Article 13 – Organizational Security

Article 14 – Grievance and Arbitration Procedure

Article 15 –AWOL Automatic Resignation

Article 16 – Career Development

Article 17 – Post and Bid

Article 18 – Classification

Article 19 –Permanent Intermittent Appointments

Article 20 – General Provisions

Article 21- Supersession

Article 22 – Entire Agreement and Savings Clause

Article 23 – Duration

Side Letter 1 – Work Zone Safety - CALTRANS

Addendum 1 – Work Locations

Addendum 2 - Holiday Compensation Chart

Addendum 3- Reassignment/Transfer Request

New Proposals

The State may make additional specific proposals or counter-proposals in any of the enumerated subject areas as issues arise during the course of bargaining.